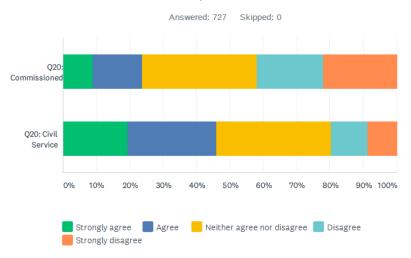
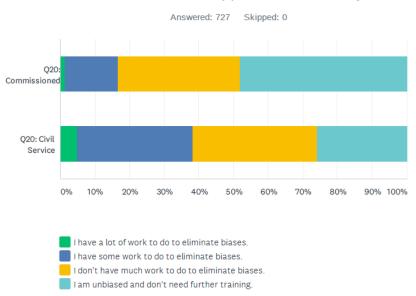
#### DEI Pulse Survey Highlights by Demographic

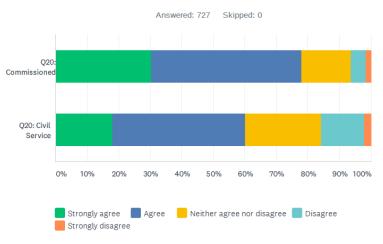
## Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?



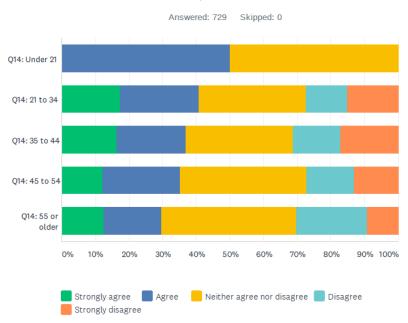
#### Q3 Which statement applies the most to you?



## Q7 Getting to know people with backgrounds different from my own has been easy at this agency.

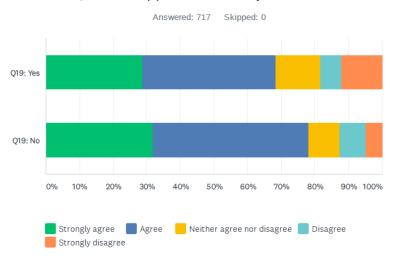


# Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?

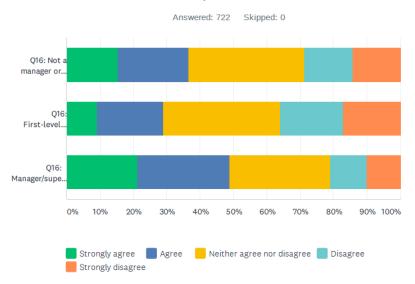


#### By Disability:

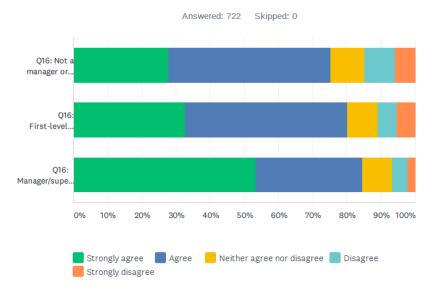
### Q8 I feel appreciated in my work unit.



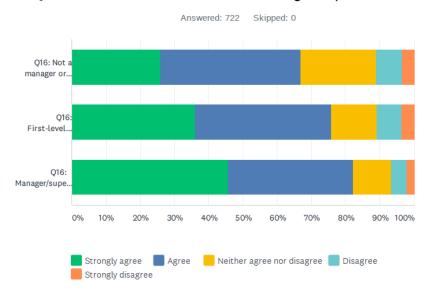
## Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?



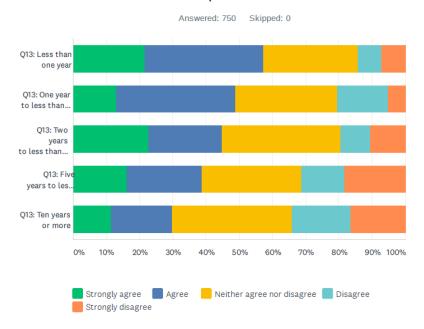
### Q8 I feel appreciated in my work unit.



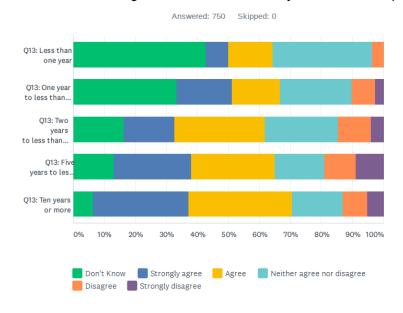
### Q11 I would recommend WSP as a great place to work.



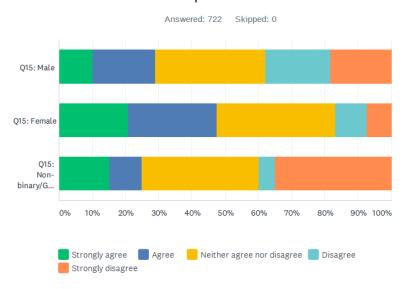
### Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?



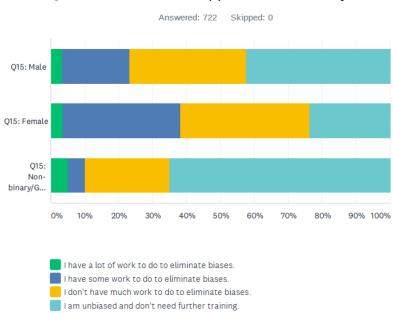
Q9 Employees of different backgrounds are treated fairly in the internal promotion process.



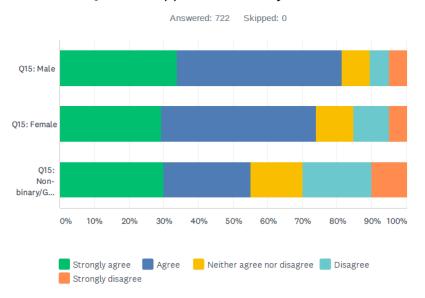
## Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?



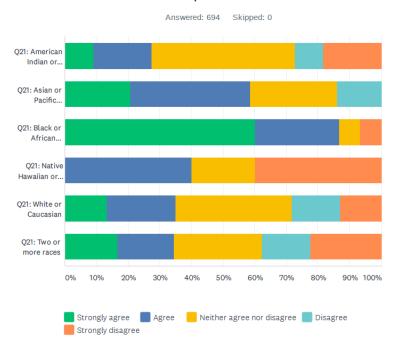
### Q3 Which statement applies the most to you?



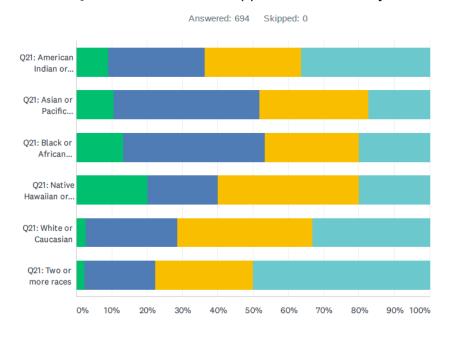
### Q8 I feel appreciated in my work unit.



### Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?



### Q3 Which statement applies the most to you?



- I have a lot of work to do to eliminate biases.

  I have some work to do to eliminate biases.
- I don't have much work to do to eliminate biases.
- I am unbiased and don't need further training.